

Equality, Diversity & Inclusion Report 2023-2024

Greenacre Recruitment Ltd



Our data collection and benchmarking

We have been collecting anonymous EDI data from our candidates since March 2021. We gather our data by surveying registered candidates placed by our recruitment teams into housing roles across the UK, at a variety of levels.

Since we started collecting the data, we have received **317** responses, averaging around **106** responses per year.

Greenacre's candidate EDI data is benchmarked against the latest Housing Association workforce EDI data published by [National Housing Federation](#), [ONS](#) data taken from the most current England and Wales Census, and the latest figures published by the [House of Commons](#) Library Research Briefings.

A small number of results may appear slightly imbalanced; however, they are rounded up or down to the nearest percentage (or half percentage when less than 1%), with some candidates opting to skip certain questions (highlighted above each graph).

Why do we measure Greenacres?



Equality, Diversity & Inclusion data?



Equality, Diversity & Inclusion monitoring drives a fairer and more equitable playing field for workers.



Diversity and Inclusion makes space for individual strengths and creates greater collaboration in teams.



Diversity and Inclusion builds a stronger, more resilient workforce.



Diversity and Inclusion statistically creates higher success rates and stronger business outcomes.



A strong diversity and Inclusion policy attracts a greater pool of high-quality potential candidates.

What do we measure?

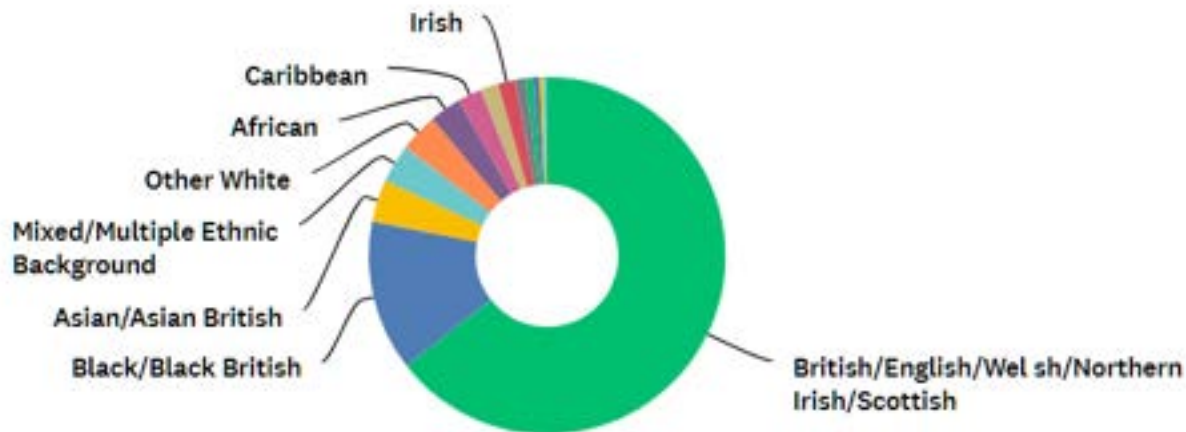
- Ethnic origin
- Gender identity
- Physical and mental health conditions
- Age
- Religious belief
- Sexual orientation
- Marital status



Results Ethnic origin

Respondents: 315

Skipped: 2

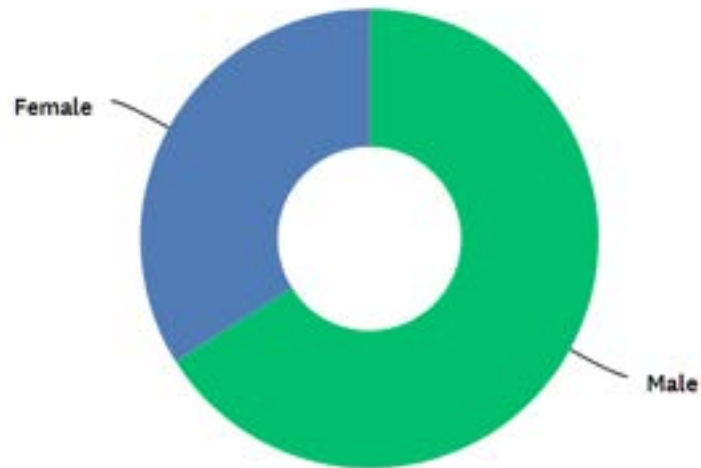


- **64%** British/English/Welsh/Northern Irish/Scottish (+2%)
- **14%** Black/Black British (+1%)
- **4%** Asian/Asian British (+1%)
- **3%** Mixed/Multiple Ethnic Background (+0%)
- **3%** Other White (-2%)
- **3%** African (-3%)
- **2%** Caribbean (+0%)
- **2%** Bangladeshi (+0%)
- **2%** Irish (+0%)
- **1%** Prefer not to disclose (-1%)
- **1%** Indian (+0%)
- **1%** Any Other Black Background (0%)
- **0.5%** Chinese (-0.5%)
- **0.5%** Pakistani (+0.5%)
- **0%** Arab, Any Other Asian Background, Gypsy or Irish Traveller, Other Ethnic Group

Results Gender identity

Respondents: 316

Skipped: 1

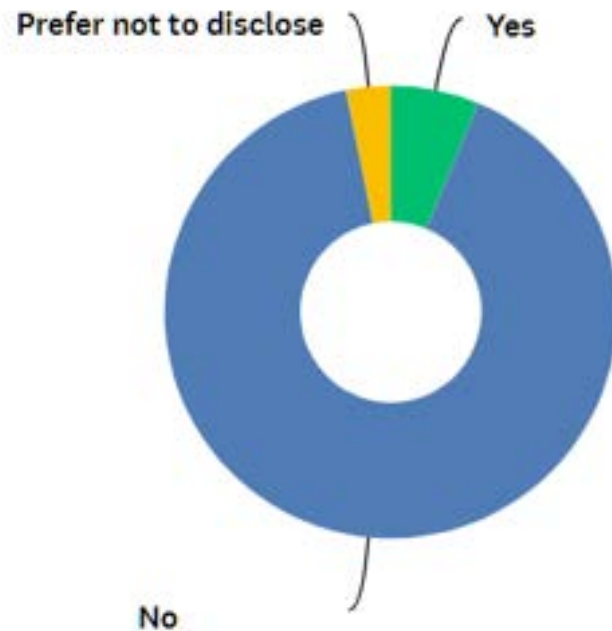


- 66% Male (+0%)
- 34% Female (+0%)
- 0% Transgender Female (+0%)
- 0% Transgender Male (+0%)
- 0% Gender Variant/Non-Conforming (+0%)
- 0% Not listed (+0%)
- 0% Prefer not to disclose (+0%)

Results Physical & mental health conditions

Respondents: 316

Skipped: 1

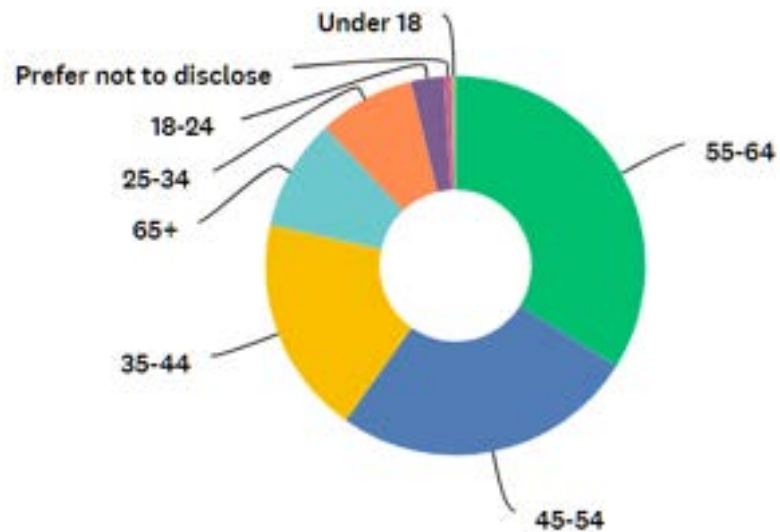


- 91% No (+1%)
- 6% Yes (-2%)
- 3% Prefer not to disclose (+1%)

Results Age diversity

Respondents: 316

Skipped: 1

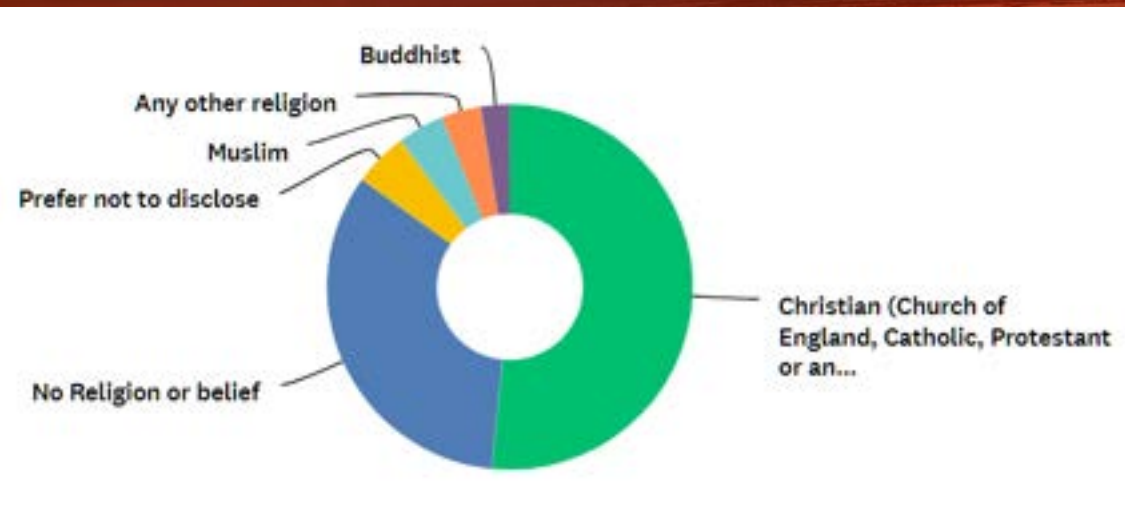


- 34% Age 55-64 (-1%)
- 26% Age 45-54 (+1%)
- 19% Age 35-44 (+2%)
- 9% Age 65+ (-1%)
- 8% Age 25-34 (-2%)
- 3% Age 18-24 (-1%)
- 1% Prefer not to disclose (-1%)
- 0.5% Age under 18 (-0.5%)

Results Religious belief

Respondents: 314

Skipped: 3

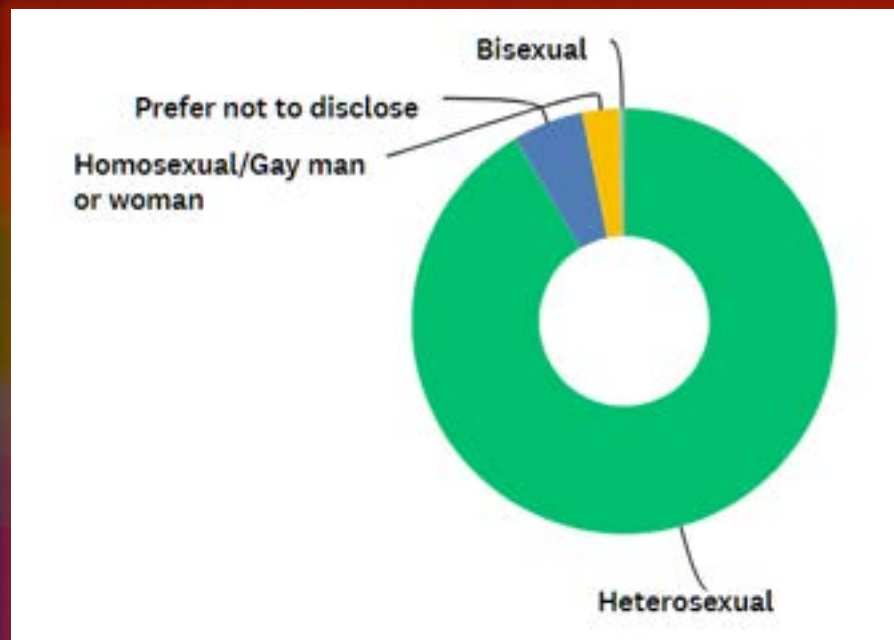


- **52%** Christian (Church of England, Catholic, Protestant or any other Christian denominations) (+0%)
- **32%** No Religion or belief (+1%)
- **5%** Prefer not to disclose (+0%)
- **4%** Muslim (-1%)
- **4%** Any other religion (-1%)
- **3%** Buddhist (+0%)
- **0%** Jewish (+0%)
- **0%** Sikh (+0%)

Results Sexual orientation

Respondents: 315

Skipped: 2

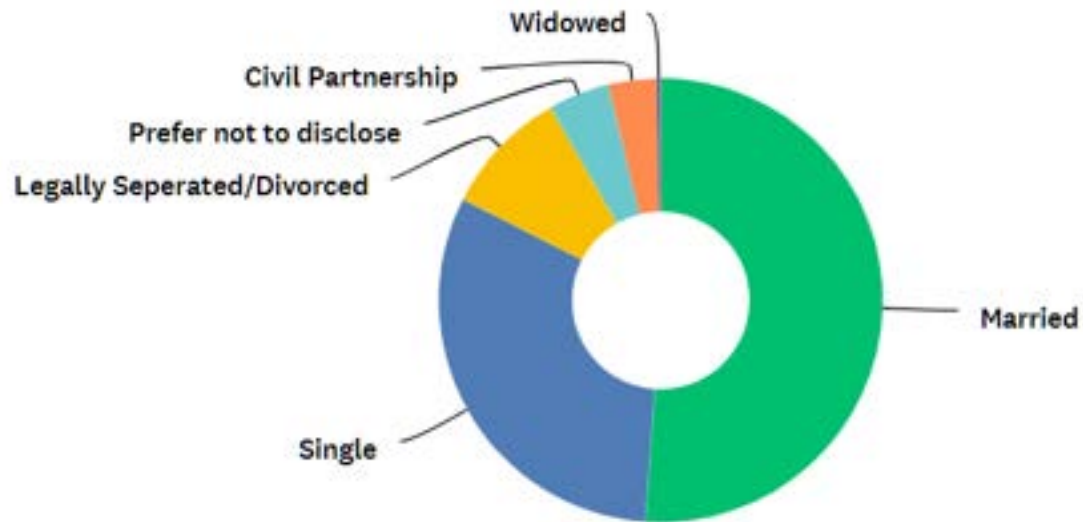


- 91% Heterosexual (+0%)
- 5% Prefer not to disclose (-1%)
- 3% Homosexual/Gay man or woman (+0%)
- 1% Bisexual (+0%)
- 0% Non-binary (+0%)
- 0% Other (+0%)

Results Marital Status

Respondents: 315

Skipped: 2



- 51% Married (-2%)
- 31% Single (+0%)
- 9% Legally Separated/Divorced (+1%)
- 4% Prefer not to disclose (-1%)
- 3% Civil Partnership (+1%)
- 0.5% Widowed (+0.5%)



So how are we doing?



Worth noting:

- There is currently still a fair amount of data missing from the national and regional statistics, although more is being gathered with each year.
- We do not yet have comprehensive data for our Executive and Board candidate placements b we started collecting this data separately last year - once we have reached meaningful numbers we will collate, benchmark and present the data, which may impact the overall statistics.
- Most of the roles we place candidates in are for senior level roles, and so our scores are likely to reflect this.
- Market environments will to some extent dictate the talent pool available for niche roles, which should be considered when evaluating these scores.

Ethnic Origin Comparisons



Greenacre

37% of our placed candidates are from ethnically diverse backgrounds (including **1%** of respondents who preferred not to disclose). We have a **1% decrease** in ethnic diversity levels since last year, however, it is important to note that we continue to significantly outperform nearly all our benchmarked cohorts for ethnic diversity hires (except for London).

National Housing Workforce

From the most recent data available (NHF 2023) **10%** of the national housing stock workforce are from BAME backgrounds, **3%** of Executives are from ethnically diverse backgrounds and **8%** of Executives.

London

35% of the housing workforce are ethnically diverse and **6%** of board members are Black, African, Caribbean or Black British, compared to **20%** of the workforce (down **8%**).

England and Wales General Workforce

Nearly $\frac{3}{4}$ of the national workforce (**74%**) identify as white British, which leaves **26%** of the working population from non-white and ethnically diverse backgrounds.

South-East

13% of the housing workforce are ethnically diverse, which falls to **8%** for executives (including **5%** white) and **9%** for board members (including **7%** black).

West Midlands

15% of the housing workforce are from ethnically diverse backgrounds, with **6%** of Executives identifying as non-white, and **22%** identifying as from non-white ethnic groups at board level.

Gender Identity Comparisons



Greenacre

We have placed **34%** female candidates over the past year compared to **66%** male candidates. This has not changed since last year's report, and we are performing below the national and regional statistics in this demographic.

National housing workforce

54% of the national housing workforce identify as female and **45%** as male. Less than **1%** of the workforce identify as trans or other gender. **47%** of Executives are female compared to **44%** of Boards.

London

56% of the regional workforce are female, at Executive level **43%** are female, and at Board level **42%** are female. Less than **1%** identify as trans or other gender, and none at executive or board level.

England and Wales General Workforce

51% of the UK workforce identify as female, and **49%** identify as male. Less than **0.5%** of the England and Wales working age population identify as different from their birth gender.

South-East

53% of the regional housing workforce are female, compared to **46%** male. At executive level, **50%** are female, and at board level this drops to **40%**. There is no representation of transgender people or other gender identities at either board or executive level according to the data. Less than **1%** of the workforce identify as trans or other gender.

West Midlands

56% of the regional workforce identify as female, and **44%** as male. At Executive level **47%** are female, dropping to **43%** at Board level. No data on trans or other gender, and none at executive or board level.

Physical & Mental Health Comparisons



Greenacre

91% of our placed candidates stated they have no physical or mental disability (an increase of **1%** from last year), with **6%** disclosing they do (up **2%**), and **3%** preferring not to say. Although close in comparison to our benchmarked cohorts, the housing industry as a whole significantly underrepresents disabled people in the workplace.

National Housing Workforce

9% of the UK housing workforce, staff, executives and boards indicate they have a disability, compared to **29%** of residents. At Executive level this falls to 6% and at Board level rises to 10%.

London

9% of the London housing workforce (up **1%**) state they have a disability, compared to **25%** of residents and **21%** of the regional population. This falls to **4%** for executives (down **3%**) and **10%** for boards (up **4%**).

England and Wales General Workforce

24%* of the population indicate they have a disability (*ONS data showed **18%** in 2021, however, since the pandemic, this has risen by **6%**, according to the latest government figures).

South-East

13% of the housing workforce in the South-East (**up 8% since last year**) state they have a disability, compared to **33%** of the residents. **10%** of Boards and **11%** of Executives say they have a disability.

West Midlands

8% of the overall housing workforce have a disability, compared to 31% of residents. This falls to **7%** for Executives (down **3%**) and **6% (down 1%)** for Board members.

Age Diversity Comparisons



Greenacre

The most common age demographic of our placed candidates (**34%**) is between age 55-64 (down **1%** from last year). **26%** are aged 45-54 (up **1%**) and just **3.5%** are aged 16-24 (down **1.5%**). **9%** (down **1%**) of our placed candidates are aged 65+. Like our benchmarks, our housing hires underrepresent the younger national workforce, although it should be noted that the majority of our placements are for senior roles.

National Housing Workforce

The housing workforce has fewer 16–24-year-olds (**5%**) and those 65+ years (**3%**) than the national workforce. **71%** of Executives are aged 45+ and **83%** of Board members are 45+ years.

London

London's housing workforce continues to underrepresent younger ages (16-24 years) and those aged 65+, while being comparative for 35–64-year-olds to national and residential data. **39%** of Executives are aged 44 and under. NHF Executive figures do not appear to be separate from the Board data for the London region.

England and Wales General Workforce

25% of 16–24-year-olds are employed. Employment is highest for those in their 40s. **47%** of Executives are aged 45-54 and **27%** of board members are 55+.

South-East

As with the national data, people in leadership roles are more likely to be older compared to the workforce. **66%** of Boards are aged 55 and over, compared to **25%** of the workforce. **23%** of Executives are now aged 35-44, compared to **15%** in 2021.

West Midlands

The age of the workforce is largely representative of residents and of the population. Executive and Board members are more likely to be older (**56%** of board members are aged 55+ compared to **27%** of the workforce). This is similar to 2021, although as we have seen with the national data, there are more Executives aged 35-44 now (**20%** compared to **17%** in 2021).

Religion or Belief Comparisons



Greenacre

Our religious diversity levels have remained largely the same as last year, with the majority of our placed candidates (**52%**), stating they are Christian. **32% (+1%)** state they have no religious belief, and **5%**, as last year, preferred not to disclose. Of the remainder, **4%** are Muslim (**-1%**), and **7% (-1%)** identify as from other religions.

National Housing Workforce

48% of the social housing workforce state they are Christian (increasing to **50%** for Executives and **54%** for Board members), **42%** of the workforce is the next highest demographic, affiliating with no religion. Muslim and 'other' religions are next common, each with **4%**. Buddhist, Hindu, Jewish and Sikh make up the remaining **2%**.

London

51% of the regional workforce state they are Christian (compared to **45%** of the regional stock population) and **35%** state they have no religion. **47%** of Executives are Christian, compared to **36%** of Board members.

England and Wales General Workforce

Across the general UK population, **46%** identify as Christian, **37%** state they have no religion and **7%** state they are Muslim. **6%** did not disclose and the remaining **4.2%** is made up of other religions.

South-East

52% of the workforce affiliate with no religion, compared to **50%** of Executives and **61%** Board members. **45%** of Executives state they are Christian, compared to **34%** of Board members.

West Midlands

47% of the workforce are Christian, which is representative of the population by stock location (**46%**). **44%** of the workforce have no religion, compared to **34%** of the population. Muslims are underrepresented across all workforce groups, with **4%** stating they are Muslim, compared to **14%** of the population. **55%** of housing Executives are Christian, compared to **62%** of board members.

Sexual Orientation Comparisons



Greenacre

91% of Greenacre's placed candidates say they are heterosexual (no change since last year), with **5% (-1%)** preferring not to disclose. No other sexual orientation was disclosed.

National Housing Workforce

96% of the national housing workforce state they are heterosexual, compared to **94%** of Executives and **95%** of Boards. **3%** of the workforce identify as gay or lesbian, compared to **5%** of Executives and **4%** of Boards. **1%** of the workforce are bisexual, and **0.5%** identify as other sexual orientation.

London

96% of the London housing workforce identify as heterosexual, compared to **95%** for Executives and **93%** across Boards. **1%** of the workforce are gay or lesbian, less than **0.5%** at Executive level and **0.5%** at Board level. **0.5%** of the workforce identify as other sexual orientation, with less than **0.5%** for Executives and no representation on Boards.

England and Wales General Population

93% of the national over 16 population state they are heterosexual, with **3%** identifying as gay or lesbian. **1%** are bisexual, and **0.5%** identify as other sexual orientation.

South-East

95% of the workforce identify as heterosexual, compared to **93%** of Executives, and **98%** of Board members. **3%** of the workforce identify as gay or lesbian, compared to **6%** of Executives and **2%** of Board members. **2%** of the workforce identify as bisexual, compared to **1%** for both Executives and Boards. **0.5%** of the workforce identify as other sexual orientation, with no representation across Executive or Board level.

West Midlands

96% of the workforce identify as heterosexual, compared to **95%** at Executive level and **96%** at Board level. **2%** of the workforce identify as gay or lesbian, compared to **4%** of Executives and **3%** of Board members. **1%** of the workforce identify as bisexual, with virtually no representation across all other demographics for other sexual orientation.

Marital Status Comparisons



Greenacre

Just over half (**51%**) of our placed candidates are married (down **2%**), **31%** are single (no change), **9%** are legally separated or divorced (**+1%**), **4%** preferred not to disclose (down **1%**), **3%** are in a civil partnership (**+1%**), and. **0.5%** are widowed.

National Housing Workforce

47% of housing professionals are married, rising to **70%** for Executives and **71%** for Board members. **32%** are single, falling to **14%** for Executives and **12%** for Board members. **2%** are separated across all workforce demographics, with **1%** of the workforce in a civil partnership, rising to **2%** for both Executives and Boards.

London

46% of the London housing workforce are married (including **1%** in civil partnership), rising to **68%** for Executives and **73%** of Board members. **34%** are single compared to **15%** of Executives and **13%** of Board members. **1%** are widowed across every workforce demographic.

England and Wales General Population

47% of the country's population are married or in a civil partnership (including separated), **9%** are divorced and **6%** are widowed.

South-East

33% of the workforce are married or in a civil partnership, rising to **67%** for Executives and **74%** of Board members. **32%** are single, falling to **20%** for Executives and just **5%** for Board members. **5%** of the workforce are divorced, ditto Board members, and **4%** of Executives.

West Midlands

48% of the West Midlands housing workforce are married or in a civil partnership, rising to **71%** for Executives and **78%** for Board members. **42%** are single, falling to **11%** for Executives and **9%** for Board members. **5%** of the workforce and Boards are divorced compared to **9%** of Executives. **1%** of both the workforce and Executives are widowed with no board representation.



Findings

Our strengths

We are doing exceptionally well when it comes to hiring an **ethnically diverse** workforce. We continue to vastly outperform our national housing workforce and our industry benchmark regions, as well as outperforming London, the UK's most ethnically diverse region, and the general UK workforce population.

We are also outperforming all our regional and national benchmarks when it comes to placing candidates of a **diverse sexual orientation**, whilst also hiring more diversely than the national general population for this demographical zone.

In line with our cohorts

In the areas of **physical and mental health** we are in line with most of our cohorts, apart from the South-East, which outperforms us for disability diversity.

Across the England and Wales housing workforce, those with disabilities are significantly underrepresented compared to social housing residents and the general UK population. Some of this can be explained by lack of accurate data, stigma or fear of rejection attached to disclosing disabilities when applying for housing roles, or issues with the sector actively hiring for inclusivity; however, it indicates there is much work to be done in this area in terms of disability equity across the housing sector work arena.

Our **Age, religious belief** and **marital status** hires are relatively comparable to our benchmarks and reflect the general UK workforce, as well as our regional and national benchmark organisations.

Marital status figures are slightly more difficult to measure diversity with our current data sets, as some statistics include marriage and civil partnerships together whilst others are separate. Next year we will amend our survey questions to reflect this and will also include those living as a couple/other demographic, to give a more accurate reflection of marital status diversity.

A stack of various colored pencils (red, orange, yellow, green, blue, purple, pink, etc.) is shown on the left side of the page, slightly out of focus. The word "Recommendations" is written in white text over the stack.

Recommendations

Where can we improve?

Our data shows that there is still some room of improvement in terms of **gender diversity** and **physical and mental health**.

We are consistently diverse and inclusive when it comes to gender and physical and mental health representation across every level of our own workforce, organisational culture and digital presence.

We have also this year become a **Disability Confident** employer and have pledged to attract and promote more talented candidates with disabilities to the roles we place. These measures cement Greenacre's commitment to promoting gender diversity and disability equity across the housing industry, and we are focused on driving diversity and equality and inclusion across all demographical areas.

Although we are in line with our industry cohorts in terms of disability hires, we are aware that the housing sector is significantly under-representative of tenants and most of England and Wales workforce for this demographic, and Greenacre are committed to driving greater equity for those with visible and invisible disabilities.

To support our recruitment teams in placing more gender diverse candidates and those with disabilities across our roles, it is recommended that:

- A review is undertaken in terms of where we are sourcing our candidates, with a measured increase in the use of more disability friendly talent pools and regular monitoring of gender ratios across our talent pools.
- A review of our general job descriptions to ensure our language, imagery and content is welcoming and inclusive to gender and ability diversity.
- A review of clients' hiring processes to pinpoint any disparities and ensure they are in line with our own commitments to Equality, Diversity and Inclusion.



Thank You

